



24-11971

Republic of the Philippines
Department of Education
Region XI
SCHOOLS DIVISION OF PANABO CITY

Office of the Schools Division Superintendent

DIVISION MEMORANDUM
SGOD 2024-0420

To : Assistant Schools Division Superintendent
Chief of the Schools Governance and Operations Division
Public Schools District Supervisors
School Administrator of Cagangohan NHS
All concerned

Subject: **SCHEDULE OF SCHOOL VISIT FOR THE SPECIAL HARDSHIP ALLOWANCE (SHA)**

Date: September 1, 2024

Attached is DepEd Region XI Memorandum FTAD-2024-021 dated August 21, 2024, entitled Schedule of School Visits for the Special Hardship Allowance and content of which is self-explanatory.

The school to be visited is Cagangohan National High School on October 10, 2024. Further, the school concerned is requested to prepare the needed data relative to this Special Hardship Allowance.

Furthermore, Keren Luma PhD, Education Program Supervisor is directed to assist the Regional Monitoring Team.

For information and guidance.


JINKY B. FIRMAN PhD, CESO VI
Assistant Schools Division Superintendent
Officer In-Charge
Office of the Schools Division Superintendent

Enclosed as Stated
SGOD/ABA/P&R

RELEASED

SEP 03 2024

RECORDS SECTION-SDO PANABO CITY
BY 

36713
RECORDS



Republic of the Philippines
Department of Education
DAVAO REGION

#24-1197

Office of the Regional Director

REGIONAL MEMORANDUM
FTAD-2024-021

To : Schools Division Superintendents of Davao City, Davao del Norte, Davao del Sur, Davao Occidental, Davao de Oro, Davao Oriental, Mati City, and Panabo City
Chief Education Supervisor, Field Technical Assistance Division

Subject: **SCHEDULE OF SCHOOL VISITS FOR THE SPECIAL HARSHSHIP ALLOWANCE (SHA)**

Date : August 21, 2024

In reference to the **DM-OUHROD-2024-1311**, entitled "Conduct of Survey on the Special Hardship Allowance (SHA) and other Programs/Policies Implemented at the School Level," and Advisory dated July 16, 2024, the schedule will be on **October 7-11, 2024**, for the following Schools Division Offices:

Division	No. of Schools to be Visited	Team	Monitoring Officials from RO and SDOs
Davao City	2	A	Aris B. Juanillo, CES - FTAD Aida P. Placencia, EPS - FTAD Division Composite Teams
Davao del Norte	2		
Davao del Sur	1		
Davao Occidental	1		
Davao de Oro	2	B	Ronnie S. Mercado, EPS - FTAD Division Composite Teams
Davao Oriental	2		
Mati City	1		
Panabo City	1		

Other details of the activity are contained in the aforementioned memorandum and are self-explanatory.

Pursuant to DO 9, s. 2005, classes should not be disrupted during the survey. There shall also be no lavish preparations, tokens, leis and whatever that add cost to the activity. Meals shall be handled by the team.



Republic of the Philippines
Department of Education
DAVAO REGION

Office of the Regional Director

Travel expenses of RO personnel shall be charged against the downloaded funds through Sub-Allotment Release Order No. OSEC-11-24-4827 dated July 4, 2024 while that of the SDO personnel shall be charged against local funds, subject to existing budgeting, accounting, and auditing rules and regulations.

Immediate dissemination of this Memorandum is desired.

ALLAN G. FARNAZO
Director IV

ROF2/rsm

RECORDS SECTION
RELEASED

By: _____
Date: _____ Time: J. 39, 2024

36713



Republic of the Philippines
Department of Education
BUREAU OF HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

OFFICE OF THE DIRECTOR

ADVISORY

FOR: **ALLAN G. FARNAZO**
Regional Director, Region XI

CONCERNED SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED

FROM: **ATTY. RESTY C. OSIAS, LL.M., CESO IV**
Director IV, Bureau of Human Resource and Organizational Development

SUBJECT: **REGION XI SCHEDULE re CONDUCT OF SURVEY ON THE MONITORING AND EVALUATION FOR THE SPECIAL HARSHSHIP ALLOWANCE (SHA) AND OTHER PROGRAMS/POLICIES IMPLEMENTED AT THE SCHOOL LEVEL**

DATE: **16 July 2024**

This refers to the **DM-OUHROD-2024-1311** with subject "**Conduct of Survey on the Monitoring and Evaluation for the Special Hardship Allowance (SHA) and Other Programs/Policies Implemented at the School Level**" dated 08 July 2024 in **select SDOs in Region XI**. Please be informed that the said activity will be conducted on **October 7-11, 2024**.

For further details, your assigned Regional Focal may contact **Ms. Noverose B. Dadole** of the Bureau of Human Resource and Organizational Development - School Effectiveness Division (BHROD-SED) through telephone number (02) 8633-5387 or email at bhrod.sed@deped.gov.ph copy furnished support.sha@deped.gov.ph.



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2024-1311

TO : **CONCERNED REGIONAL DIRECTORS
CONCERNED SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED**

FROM : **WILFREDO E. CABRAL**
*Regional Director
Officer-In-Charge, Office of the Undersecretary for
Human Resource and Organizational Development*

SUBJECT : **CONDUCT OF SURVEY ON THE MONITORING AND
EVALUATION FOR THE SPECIAL HARSHSHIP ALLOWANCE
(SHA) AND OTHER PROGRAMS/POLICIES IMPLEMENTED AT
THE SCHOOL LEVEL**

DATE : **08 July 2024**

The Joint Circular No. 1, s. 2021 of the Department of Education (DepEd) and Department of Budget and Management (DBM) have established the use of hardship index (HI) as an objective criterion in determining hardship posts. All schools were computed with an individual HI score, using the latest available data. Pursuant to this, the issuance of DepEd Order No. 039 s. 2021 entitled "Guidelines of Special Hardship Allowance (SHA) for Public School Teachers" has outlined the use of HI which identified schools with 0.37 and above HI score as hardship posts. The HI is computed using eight (8) variables, namely, time and cost of transportation, human violence, presence of temporary learning spaces (as proxy indicator for disaster), poverty incidence, and availability of basic amenities and services (e.g. telecommunication, water, and electricity services).

In line with DepEd's mission to provide support mechanisms to teachers, DepEd Order No. 017 s. 2023 was issued to lower the HI cut-off from 0.37 to 0.33, increasing the number of teachers qualified to receive the SHA.

Consistent with the aim to establish a systematic and evidence-based policy formulation, the Bureau of Human Resource and Organization Development – School Effectiveness Division (BHROD-SED) has conducted a baseline study/monitoring last 2019 (fourth quarter) to 2020 (first quarter) which establish a baseline data on the implementation of SHA prior to the issuance of DO 039, s. 2021.

Moreover, the long-term implementation plan of the SHA policy includes an evaluation of the policy outcomes. This aims to provide us with a data-driven approach in evaluating the policy after its three (3) years of implementation. With this, a monitoring survey shall be conducted by BHROD-SED in select Regions and Divisions.

The survey will be primarily focused on SHA and other BHROD-SED programs/policies implemented at the school level such as but not limited to School-based Management (SBM), School Governance Council (SGC), Teacher Workload, deployment of teaching and school-based non-teaching positions, electronic school form 7 (eSF7). The data that will be collected from the monitoring survey shall provide information relative to how schools are implementing the programs and policies, the areas needing support and technical assistance, as well as innovative implementation practices. More importantly, the SHA data shall serve as primary input in the development of the monitoring and evaluation (M&E) report for the SHA policy implementation.

In this connection, teams from the DepEd Central Office (CO) to be led by the BHROD-SED shall visit **400 randomly selected schools** with varying numbers per Region (see Annex A), from August 2024 to December 2024. Kindly note that as part of the evaluation process, some of the schools that were visited last 2019-2020 for the SHA baseline study shall also be included in the schools to be visited for this monitoring survey. **The Regional Directors are hereby requested to assign a Regional Focal** (may it be the Regional SBM Coordinator, Finance Officer, or Planning Officer) **who shall assist BHROD-SED in managing and facilitating the school visits for the monitoring survey.**

Specific dates of school visits shall be arranged by BHROD-SED staff with the Regional Focal, with due consideration of their common availability. Assistance is further requested from the RO in the facilitation of the rental of van (or other available mode of transport) and arrangement of meals of the team (CO, RO, SDO team members as well as school participants) during school visits. Funds for this purpose have already been downloaded to the Regions through the *Program Support Funds (PSF) for Special Hardship Allowance (SHA) Monitoring and Evaluation.*

Furthermore, the list of schools per Region shall be provided prior to the actual conduct of the visits for the itinerary arrangements.

Travel expenses of CO personnel shall be charged against FY 2024 funds of SED under GMS through Activity Request (AR) No. 2024-CO-01396 with activity code AC-24-BHROD-SED-GASS-005, while that of RO and SDO personnel shall be charged against local funds, subject to existing budgeting, accounting, and auditing rules and regulations. In case of funding deficiency, the travel expenses of personnel from other CO Offices shall be charged against local funds.

Assigned Regional Focal is hereby requested to accomplish the form through this link: bit.ly/SED2024Monitoring on or before July 12, 2024.

For further details and information, you may contact **Ms. Noverose B. Dadole** of BHROD-SED through office landline number (02) 8633-5397 or email address at support.sha@deped.gov.ph copy furnished bhrod.sed@deped.gov.ph.

For your immediate and appropriate action.

LIST OF REGIONS AND DIVISIONS

PROMOTIONS AND EVALUATIONS FOR THE SPECIAL LEADERSHIP ALLOWANCE (SPLA) AND OTHER PROGRAMS/POSITIONS IMPLEMENTED AT THE SCHOOL LEVEL.

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TOTAL		SDOs	Schooles
16	Regions	15	400
15	Zambales City	14	58
14	Zambales del Norte	13	52
13	Zambales del Sur	12	50
12	Camiguin	11	48
11	Bukidnon	10	46
10	Cebu	9	44
9	Region X	8	42
8	Region XI	7	40
7	Region XII	6	38
6	Region XIII	5	36
5	Region XIV	4	34
4	Region XV	3	32
3	Region XVI	2	30
2	Region XVII	1	28
1	Region XVIII	1	26
1	Region XIX	1	24
1	Region XX	1	22
1	Region XXI	1	20
1	Region XXII	1	18
1	Region XXIII	1	16
1	Region XXIV	1	14
1	Region XXV	1	12
1	Region XXVI	1	10
1	Region XXVII	1	8
1	Region XXVIII	1	6
1	Region XXIX	1	4
1	Region XXX	1	2
1	Region XXXI	1	1
1	Region XXXII	1	0